



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Teacher of Science Recruitment Pack



JOB DESCRIPTION

JOB TITLE:	Teacher of Science
RESPONSIBLE TO:	Head of Science
HOURS:	Full time, Monday to Friday
SALARY:	School Teachers Pay and Conditions MPS1-MPS6 (£33,075p.a. - £45,037p.a.) or UPS1-UPS3 (£47,031p.a. £50,471p.a.) Starting salary to be confirmed upon appointment, subject to experience.
PLACE OF WORK:	The Grange Academy, London Road, Bushey, WD23 3AA.
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
STAFF BENEFITS:	Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits: <ul style="list-style-type: none">• A supportive ethos and concern for the well-being of all colleagues.• Excellent CPD opportunities and career progression.• Employer Contributions to Local Government or Teachers Pension Scheme.• Cycle to work scheme.• Employee Assistance Programme.• Eye Care Voucher scheme.• Car Benefit Scheme
PROBATION PERIOD:	The post holder will be required to complete a 6-month probation period.

PURPOSE

OVERVIEW

The Teacher will ensure that high-quality learning takes place, and that outstanding attainment and progress are secured at all key stages.

KEY RESPONSIBILITIES

To promote student learning and be accountable for student progress and development within the classes that you teach.

To raise standards of student attainment, attitudes to learning and achievement within the curriculum area and to monitor and support student progress within the classes that you teach

Main Tasks of the Role - Planning

- Plan teaching to achieve progression in students' learning through:
 - Identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed
 - Setting tasks for the whole class, individual and group, including homework, which challenges and motivates
 - Setting appropriate and demanding expectations for students' learning, motivation and presentation of work
 - Setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substance and purpose of what they are asked to do
- Provide clear structures for lessons, and for sequences of lessons, which maintain pace, motivation and challenge students.
- Make effective use of assessment information on students' attainment and progress in the teaching and planning of lessons and sequences of lessons, including SEN and EAL needs.
- Ensure coverage of the relevant examination syllabus and National Curriculum programmes of study.
- Set a good example in terms of professional dress and appearance, punctuality and attendance
- Uphold the school's behaviour policy, uniform regulations, rewards & consequences and code of conduct [Fair Play] in a consistent, firm and non-confrontational manner
- Maintain a purposeful and calm atmosphere in the classroom and other learning areas and consistently apply the school's prescribed sanctions and rewards procedures
- Take responsibility for personal development and progression making full use of the school's professional development opportunities and training
- Attend team and staff meetings as appropriate, contributing actively whenever possible

Teaching and class management

- Ensure the effective teaching of classes and individuals, so that teaching objectives are met and best use is made of available teaching time.
- Establish and maintain a purposeful working atmosphere.
- Set high expectations of students' behaviour through well-focused teaching and consistent application of the Behaviour Policy and other school systems.
- Establish a safe environment, which supports learning and in which students feel secure and confident.
- Use teaching methods which sustain the momentum of students' work and keep all students engaged through:
 - Matching the approaches used to the subject matter and students
 - Clear structure and presentation of content
 - Effective use of resources and time
 - Providing opportunities for students to consolidate their knowledge and skills, both in the classroom and the setting of well-focused homework
- Meet the requirements of the Code of Practice, implement and keep records on individual education plans (IEPs) and report progress and concerns as required.
- Evaluate own teaching critically, including taking responsibility for professional improvements targets and monitoring progress.
- Plan and deliver lessons and other learning activities in accordance with the school's Teaching and Learning Policy, ensuring that lessons are based on clear learning objectives.
- Liaise with other colleagues to deliver units of work in a collaborative way and contribute to the production and preparation of schemes of work (this contribution reflecting the post holder's level of responsibility).

- Work closely with teaching and other support assistants in delivering “personalised learning” whenever reasonably possible.
- Set work for students absent from lessons in line with the school’s behaviour and teaching policies.

Assessment, recording and Reporting

- Mark and monitor students’ class work and homework as required by subject and school policies.
- Assess and record student progress as required by subject and The Grange Academies policies, including National Curriculum and other standardised tests, and baseline assessment where relevant.
- Write reports and profiles as required, including the National Record of Achievement.
- Participate in appropriate meetings with colleagues and parents/guardians.

OTHER

- Participate in curriculum, pastoral, administration and organisation meetings.
- Contribute to the work of curriculum and pastoral teams.
- Take responsibility for own professional development and keep up to date with research and development
- Cover for absent colleagues in accordance with school policy.
- Contribute to examination arrangements.
- Implement school policies consistently and follow the procedures outlined in the Staff Handbook.
- Carry out any other reasonable responsibilities compatible with the role and grade of this post.

No job description can be entirely comprehensive and roles develop organically over time. The post holder will be expected to adapt and carry out such duties as may be required from time to time, on the understanding that they will be within the individual’s remit and capability, and consistent with the status and responsibilities of the role within the organisation.

PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Bachelor's Degree or equivalent in relevant subject area • Qualified Teacher Status 	<ul style="list-style-type: none"> • Further Degree
EXPERIENCE, SKILL & COMPETENCIES	<ul style="list-style-type: none"> • High level skills as a classroom practitioner • Experience of effective lesson planning, marking and assessment practice • Experience of using a range of positive behaviour management techniques to create an effective climate for learning • Experience of teaching in the subject area. • Able to relate well to young people and adults • Experience of working as a team member • Good communication and presentation skills • Competent in the use of Microsoft Office packages • The ability to motivate and enthuse others • Good organisational and time management skills 	<ul style="list-style-type: none"> • Experience of target setting and data tracking systems • The ability to analyse data in order to identify underperformance • Experience of raising attainment through the use of effective intervention strategies
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none"> • An understanding of the features of effective pedagogy, how students learn and strategies to improve performance • Understanding of safeguarding / Child Protection requirements • Knowledge and understanding of the importance of CPD • To understand and be able to deliver the vision of the Academy • To understand and promote the Academy's ethos and values 	<ul style="list-style-type: none"> • Knowledge of research and evidenced best practice relating to the quality of teaching and learning • Knowledge of curriculum design and development • Understanding of the latest Ofsted inspection framework and how this should be reflected in practice • Knowledge of recent developments at national level pertaining to examination reform, curriculum reform and school accountability measures

		<ul style="list-style-type: none"> To understand how teams work effectively Knowledge of Quality Assurance processes.
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PERSONAL & PROFESSIONAL QUALITIES	<ul style="list-style-type: none"> Commitment to the safeguarding and promotion of the welfare of all children and young people. Commitment to equality and Diversity A positive role model Values diversity and promotes equal opportunities Commitment to own CPD Determination, resilience and drive Enthusiasm, creativity and initiative Excellent record of attendance and punctuality 	
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APPLICATION PROCESS

1. Applying for the role

To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk/vacancies)

Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than 09:00am on 13th January 2025. Applications after this date will not be considered.

2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

The successful candidate will take up the post as soon as possible.

5. Additional information

For further information please email t.raja@thegrange.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.